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BILL

to provide for uniform and equal scales of salary, allowances and compensation in the autonomous and semi-autonomous bodies, statutory bodies, corporations, companies, authorities and other organizations or entities under the administrative control, directly or indirectly, or having share the capitals, of the Ministries and Division of the Federal Government and ancillary matters, etc., to end discriminatory, exploitative and inconsistent pay packages.

WHEREAS it is expedient to provide for uniform and equal scales of salary, allowances and compensation in the autonomous and semi- autonomous bodies, statutory bodies, corporations, companies, authorities and other organizations or entities under the administrative control, directly or indirectly, or having the share capitals, of the Ministries and Division of the Federal Government and ancillary matters, etc., to end discriminatory, exploitative and inconsistent pay packages;

AND WHEREAS it is observed that there is huge difference in salary packages including allowances, etc., of the employees and executives working in the autonomous and semi-autonomous bodies, statutory bodies, corporations, companies, authorities and other organizations or entities under the administrative control, directly or indirectly, or having the share capitals, of the Ministries and Division of the Federal Government and ancillary matters, etc., which is highly discriminatory, exploitative and inconstant as well in violation of Article 3 and 25 of the Constitution of the Islamic Republic of Pakistan;

THEREFORE, it is expedient to introduce uniform and equal scales of salary, allowances and compensations in also bodies and entities under the administrative control of the Federal Government in the interest of justice, fair-play and equality to achieve the goal of an egalitarian society which discrimination and exploitation free.

It is hereby enacted as follows:-

1. Short title, extent, application and commencement.- (1) This Act may be called the Equal Scales of Salary and Allowances Act, 2023.

(2) It extends to the whole of Pakistan.

(3) It shall come into force at once.

(4) It shall apply to all employees of the autonomous and semi-autonomous bodies, statutory bodies, corporations, companies, authorities and other organizations or entities except the Development Projects under the administrative control, directly or indirectly, or having the share capitals, or the Ministries and Division, or the Federal Government.

2. Definitions.- In this Act unless there is anything repugnant in the subject or context,-

- (a) **“bodies and entities”** means and includes all autonomous and semi-autonomous bodies, statutory bodies corporations, companies, authorities and all other organization or entities by whatever name called or known except the Development Projects, under the administrative control of the Ministries and Division, directly or indirectly, or having the share capitals, of the Federal Government;
- (b) **“class of executives and employees”** means classes of the executives and employees arranged by Ministries of Finance in consultation with the Establishment Division based on information and details of functional specializations of the executives and employees of the bodies and entities for the purposes of uniform and equal scales of salary and allowances;
- (c) **“employee”** means an employee, contractual or regular, or official equal to any Basic Pay Scale (BPS), executive or otherwise except the head, chief executive officer and members of the Boards or Authorities, working in any autonomous and semi-autonomous body, statutory body, corporation, company, authority and any other organization or entity by whatever name called except the employees of the Development Projects, under the administrative control of the Ministries and Division, directly or indirectly, or having the share capitals, of the Federal Government;
- (d) **“Equal Scales of Salary and Allowances (ESSA)”** means Equal Scales of Salary and Allowances determined and prescribed by Ministry of Finance in consultation with the Establishment Division and revised from time to time having least difference as compared to the Basic Pay Scales (BPS) or Project Employees Scales;
- (e) **“Federal Government”** means the Federal Government defined in Article 90 of the Constitution of the Islamic Republic of Pakistan;
- (f) **“guidelines”** means guidelines issued by the Ministry of Finance in consultation with the Establishment Division regarding inclusion of the executives and employees of the bodies and entities keeping in view their functional specializations;
- (g) **“prescribed”** means prescribed by Equal Scales of Salary and Allowances and guidelines by the Ministry of Finance with the approval of the Cabinet.

3. **Introduction of Equal Scales of Salary and Allowances by the Federal Government.-** (1) Notwithstanding anything contained in any other law for the time being in forces, the Ministry of Finance shall determine and notify equal scales of salary and allowances for employees of the bodies and entities under the administrative control of the Federal Government in light of guidelines for different classes of executives and employees.

(2) No employee of the bodies and entitle shall be entitled any other allowance, perks and privileges, facilities or benefits called or known by whatever name, etc., after commencement of this Act and determination and notification of equal scales of salary and allowances for employees of the bodies and entities.

(3) Ministry of Finance with the approval of the Cabinet shall review equal scales of salary and allowances periodically or whenever there is revision and review of the Basic Pay Scales of the Civil Servants of the Federal Government.

(4) The Ministry of Finance shall determine and notify equal scales of salary and allowances for employees of the bodies and entities within three months after commencement of this Act.

(5) No employee shall be entitled to receive any other financial benefit from any body and entity except the financial benefits provided in the form of equal scales of salary and allowances.

(6) It shall be the duty of the body or entity to arrange financial resources to meet financial commencement to meet their budgetary allocations for equal scales of pay and allowances.

(7) There shall be no personal pay or any type of pay protection to any employee after commencement of the Act except for salary and allowance provided in the Equal Scales of Salary and Allowances and difference in salary will be adjusted by allowing increments in the relevant scale of pay.

(8) There shall be no special increase in salary, move-over or time-scale increase in salary except salary on the basis of promotion in the next higher scale.

(9) There shall be no honoraria, bonuses or any other discriminatory financial benefit to any employee except any such financial benefit provided in any other law relating to workers or workmen.

4. **Issuance of Guidelines.-** (1) Notwithstanding anything contained in any other law or rule in force for the time being, the Ministry of Finance shall issue guidelines for formulation and arrangement of all employees of the bodies and entities for the purposes of different equal scales of salary and allowances in the light of their functional specializations or job descriptions.

(2) The Ministry of Finance shall review and revise guidelines prescribed in consultation with the Establishment Division and the concerned bodies and entities periodically.

(3) There shall be no exceptions or discriminatory provisions in determination and notification of equal scales of salary and allowances, etc., in any guideline for any employee or class of employee.

5. **Overriding effect of the Act.-** (1) The provisions of this Act shall have effect notwithstanding anything inconsistent therewith contained in any other law for the time being in force.